

Diversity In the Workplace



The beauty of diversity is there is no one way to develop a diverse workforce. From personality types to veteran or disability status, there are many things to consider when looking to diversify your workplace.

Thinking Styles

Harvard Business Review created this assessment to see how you and your team thinks.

Source: Mark Bonchek + Elisa Steele

Behavior Types

Gender

Women make up almost half of today's workforce

Men: 54%

Women: 46%

Race

Labor markets vary between groups depending on education, industry, and geographic area.

Composition of the Labor Force

- White
- Latino
- African-American
- Asian
- American-Indian

Age

Traditionalists

- 3.7 million are in the workforce

Baby Boomers

- 44.6 million are in the workforce

Generation X

- 52.7 million are in the workforce

Millennials

- 53.5 million are in the workforce
- Will make up 75% of the workforce by 2025

Veterans

20.9

Million men and women are veterans

Employed:

Unemployed:

Disability

Persons with disabilities are employed

17.9%

Persons without a disability are employed

65.3%

Impact on the Workforce

78%

of companies believe diversity & inclusion are a competitive advantage